

BUSINESS RESPONSIBILITY REPORT

(Pursuant to Regulation 34(2) (f) of SEBI (Listing Obligations and Disclosure Requirements), Regulations 2015)

Section A: General information about the Company

1.	Corporate Identity Number (CIN) of the Company	L15249UP1933PLC000511	
2.	Name of the Company	Dhampur Sugar Mills Limited	
3.	Registered address	District Bijnor, Dhampur U.P. - 246761	
4.	Website	www.dhampur.com	
5.	E-mail id	investordesk@dhampur.com	
6.	Financial Year reported	2020 -21	
7.	Sector(s) that the Company is engaged in (industrial activity code-wise)	Products	Code
		Manufacturing of Sugar	10721
		Production of Alcohol including Fuel Grade Ethanol and Potable Alcohol	1101
		Generation of Power	35106
8.	List three key products/services that the Company manufactures/provides (as in balance sheet)	a) Sugar b) Co-generation of Power c) Alcohol including Fuel Grade Ethanol and Potable Alcohol	
9.	Total number of locations where business activity is undertaken by the Company	(a) Number of international locations - 1 Singapore (Wholly owned Subsidiary) (b) Number of national locations – The Company carries out its operations through its Corporate Office at New Delhi, its registered office and manufacturing facility at Dhampur and other manufacturing facilities at Asmoli, Mansurpur, Rajpura and Meeraganj.	
10.	Markets served by the Company–local/state/national/international	Local, State, National and International	

Section B: Financial details of the Company

1.	Paid-up capital (₹)	66.38 Crore
2.	Total turnover (₹)	4217.37 Crore
3.	Total profit after taxes(₹)	218.86 Crore
4.	Total spending on Corporate Social Responsibility (CSR) as percentage of profit after tax (%) (₹)	1.56%
5.	List of activities in which expenditure in 4 above has been incurred [Also provide the Annexure number of the CSR in the Directors' Report]	Education - Support to Schools in rural areas Eradicating hunger, poverty and malnutrition, promoting healthcare Promoting gender equality and empowering women Promoting rural sports, nationally recognized sports, Paralympic sports and Olympic sports Rural Development Projects Please refer to the Annexure 4 of Board's Report forming part of this Annual Report.

Section C: Other Details

1.	Does the Company have any Subsidiary Company/ Companies?	Yes <ul style="list-style-type: none"> Ehaat Limited DETS Limited Dhampur International Pte Limited, Singapore Dhampur Bio Organics Limited (Formerly RMDS Enterprises Private Limited)
2.	Do the Subsidiary Company/Companies participate in the BR initiatives of the parent company? If yes, then indicate the number of such subsidiary company(s).	No
3.	Do any other entity/entities (e.g. suppliers, distributors etc.) that the Company does business with; participate in the BR initiatives of the Company? If yes, then indicate the percentage of such entity/entities?	Not Applicable

Section D: BR Information

1. Details of Director/Directors responsible for Business Responsibility Policy (BR Policy)

(a) Details of the Director/Directors responsible for implementation of the BR policy/policies

No.	Particulars	Details
1	DIN Number (if applicable)	00076111
2	Name	Shri Gaurav Goel
3	Designation	Managing Director

(b) Details of the BR head

No.	Particulars	Details
1	DIN Number (if applicable)	06906510
2	Name	Shri Sandeep Kumar Sharma
3	Designation	Whole Time Director
4	Telephone number	011-30659400
5	e-mail id	sandeepsharma@dhampur.com

2. Principle-wise (as per NVGs) BR policy/policies

The National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business (NVGs) released by the Ministry of Corporate Affairs has adopted nine areas of Business Responsibility. These are briefly discussed as follows:

P1: Businesses should conduct and govern themselves with Ethics, Transparency and Accountability.

P2 : Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle.

P3: Businesses should promote the well-being of all employees.

P4: Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized.

P5: Businesses should respect and promote human rights.

P6: Businesses should respect, protect, and make efforts to restore the environment.

P7: Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner.

P8: Businesses should support inclusive growth and equitable development.

P9: Businesses should engage with and provide value to their customers and consumers in a responsible manner.

a. Details of compliance (Reply in Y/N)

No.	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1	Do you have a policy / policies for all the principles?	Y	Y	Y	Y	Y	Y	Y	Y	Y
2	Has the policy been formulated in consultation with the relevant stakeholders? (Answer in Y/N)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Does the policy conform to any national/ international standards? Any certifications? If yes, specify?	Yes, the Policy is based on the "National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business" released by the Ministry of Corporate Affairs.								
4	Has the policy been approved by the Board? If yes, has it been signed by MD/ owner/ CEO/appropriate Board Director? (Answer in Y/N)	Policies that are not mandated under the Companies Act, 2013/SEBI Regulations are approved / reviewed by the Senior Management of the Company. However, BR policy is approved by the Board and the same has been signed.								
5	Does the company have a specified committee of the Board/Director/ Official to oversee the implementation of the policy? (Answer in Y/N)	Presently the Implementation of relevant policies covering various principles is the responsibility of respective functions in the Company with reporting to the respective heads. However, CSR committee will oversee implementation of BR policy.								
6	Indicate the link for the policy to be viewed online?	www.dhampur.com								
7	Has the policy been formally communicated to all relevant internal and external stakeholders? If yes, How do you communicate?	The Policy has been posted on the Company's website i.e www.dhampur.com for information of external stakeholders and has been communicated to internal stakeholders through various means like Notice Boards and through Intranet of the Company for Internal Communication.								
8	Does the company have in-house structure to implement the policy/policies? (Answer in Y/N)	Y								
9	Does the Company have a grievance redressal mechanism related to the policy/policies to address stakeholders' grievances related to the policy/policies? (Answer in Y/N)	Y								
10	Has the company carried out independent audit/ evaluation of the working of this policy by an internal or external agency?	The assessment of working of the policies are evaluated through internal audits and internal control system of the Company.								

b. If answer to the question at serial number 1 against any principle , is 'No', please explain why: (Tick upto 2 options).

No.	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1	The company has not understood the Principles.	Not applicable								
2	The company is not at a stage where it finds itself in a position to formulate and implement the policies on specified principles.									
3	The company does not have financial or man power resources available for the task									
4	It is planned to be done within next 6 months									
5	It is planned to be done within the next 1 year									
6	Any other reason (please specify)									

3. Governance related to BR

(a)	Indicate the frequency with which the Board of Directors, Committee of the Board or CEO to assess the BR performance of the Company. Within 3 months, 3-6 months, annually, more than 1 year.	Currently the BR performance of the Company is assessed half yearly by BR head during the year and yearly by CSR committee of the Company.
(b)	Does the Company publish a BR or a Sustainability Report? What is the hyperlink for viewing this report? How frequently is it published?	As a statutory requirement, this report has been compiled and is annexed to the duly approved report of the Board of Directors for the Financial Year 2020-21. The report can be viewed at the website of the Company at www.dhampur.com

SECTION E: PRINCIPLE-WISE PERFORMANCE

Principle 1

1. Does the policy relating to ethics, bribery and corruption cover only the company? Yes/No. Does it extend to the Group/Joint Ventures/ Suppliers/Contractors/NGOs / Others?

The policy relating to ethics, transparency and accountability covers the Company, its Group Companies and Subsidiaries.

The Suppliers, Contractors, NGO's dealing with the Company are also encouraged to maintain ethical standards in all their practices. The Company believes in promoting growth without compromising on the ethical standards of the Company.

2. How many stakeholder complaints have been received in the past financial year and what percentage was satisfactorily resolved by the management? If so, provide details thereof, in about 50 words or so.

The Company has in place a mechanism for dealing with the Stakeholders Complaints. During the year 180 Complaints/ Correspondence were received from Stakeholders and were duly resolved during the year.

100% complaints/concerns were satisfactorily resolved.

Principle 2

1. List up to 3 of your products or services whose design has incorporated social or environmental concerns, risks and/or opportunities.

The Company is engaged in manufacturing of White Crystal Sugar including Sulphur-less Refined Sugar, Industrial Alcohol including Chemicals and Ethanol and Co-generation of power. The Company ensures and takes care of the all Social / Environmental Safe-guards. The Company has facility of Bagasse-based Co-generation of Power, which is a great alternative to fossil fuels and reduces greenhouse gas emission to safeguard the

environment. The Power generation based on bagasse/ Biomass is a renewable source of Energy. The Company has also invested for optimization of power and steam consumption which enables the Company to save additional Bagasse for generating Steam and Power.

The Company has also installed high pressure Boilers of 105 ATTA Pressure which further ensures less consumption of fuel. It may be stated that earlier the Sugar Mills were considered to be an environmental nuisance for the surrounding areas but with the installation of most efficient Effluent Treatment System resulting in utilisation of the treated water in Agriculture, as per prescribed norms, is a good source of irrigation for the local farmers. The Company is also following a principle of maximum Recycle and Reuse of the process water which has substantially reduced dependence on Groundwater. The conservation of Ground water ensures better water strata in the area.

In case of distilleries, the Company has ensured Zero Liquid Discharge (ZLD) through the latest process of concentration of Spent Wash through Multi Effect Evaporators (MEE) and Incineration of concentrated Spent Wash through Slop Boilers. At the same time the Company is also able to generate additional power through these Slop Boilers which is again a renewable source of energy. The Company maintains the hygienic condition inside the plants and a dense green belt has also been developed to maintain quality of Ambient Air in its all Units.

2. For each such product, provide the following details in respect of resource use (energy, water, raw material etc.) per unit of product (optional):
 - a. Reduction during sourcing/production/ distribution achieved since the previous year throughout the value chain?

The Company continued its efforts to utilise available resources optimally. Sugar extraction from sugar cane, utilisation of by-products (Molasses,

being used for manufacturing of ethanol, a green fuel and bagasse for generation of green power), specific energy (steam and power) consumption are continuously tracked to monitor convergence with Company's overall sustainability approach. All plants of the Company are installed with latest Effluent Treatment Plants (ETP) to utilise and reuse water optimally.

b. Reduction during usage by consumers (energy, water) has been achieved since the previous year?

The data regarding reduction during usage by consumers is not available with the Company.

3. Does the company have procedures in place for sustainable sourcing (including transportation)? If yes, what percentage of your inputs was sourced sustainably? Also, provide details thereof, in about 50 words or so.

The Company believes and acts on sustainable sourcing practices. Over the years, we have worked on building efficiency on our sourcing strategy by enabling farmers to directly deliver produce at our factories.

We have consistently ensured that 50% to 70% of sugarcane is directly delivered to sugar factories by the nearby farmers. The Company also arranges procurement of sugar cane from the distant farmers by way of aggregation of sugar cane collected at a common point called 'Centre' at its own cost.

4. Has the company taken any steps to procure goods and services from local & small producers, including communities surrounding their place of work? If yes, what steps have been taken to improve their capacity and capability of local and small vendors?

The Company procures all of its raw materials i.e. sugar cane, from the farmers (including small and medium farmers) from the nearby area, allocated to the sugar plants.

The Company engages with the sugar cane farmers in a systematic way through cane development activities like imparting scientific knowledge on agricultural practices, soil testing, selection of right variety, quality on seed, treatment of various diseases. The continuous interactions with the farmers help them to improve their productivity and enhance their earning. By directly engaging with the farmers, middlemen are totally weeded out and all the benefits reach the farmers effectively.

5. Does the company have a mechanism to recycle products and waste? If yes what is the percentage of recycling of products and waste (separately as <5%, 5-10%, >10%). Also, provide details thereof, in about 50 words or so.

The Company is committed towards Environment, Health & Safety Measures, achieving the greenest and safest

operations across all the plants by optimising usage of natural resources. We continue to follow the 3-R (Reduce, Reuse and Recycle) principle at all of manufacturing plants.

The Company utilise by-products generated during the sugar manufacturing operations i.e. molasses is being utilised for manufacture of ethanol, a green fuel and bagasse is used as a bio fuel. Waste generated during distillery operations is also used as fuel and the Distilleries maintain Zero Liquid Discharge. Press mud, the residue/ Sugarcane Trash from operations is used as Bio Manure. Thus, the by-products and waste generated out of manufacturing processes are mostly recycled, resulting in minimum use of fossil fuel.

Principle 3 -

1. Please indicate the Total number of employees. : 2806 (Including Seasonal and Temporary Employees).
2. Please indicate the Total number of employees hired on temporary/contractual/casual basis. : 2050
3. Please indicate the Number of permanent women employees. : 38
4. Please indicate the Number of permanent employees with disabilities. : 2
5. Do you have an employee association that is recognized by management. : Yes
6. What percentage of your permanent employees is members of this recognized employee association?: 80%
7. Please indicate the Number of complaints relating to child labour, forced labour, involuntary labour, sexual harassment in the last financial year and pending, as on the end of the financial year. : Nil
8. What percentage of your under mentioned employees were given safety & skill upgradation training in the last year?
 - (a) Permanent Employees : 100%
 - (b) Permanent Women Employees : 100%
 - (c) Casual/Temporary/Contractual Employees : 100%
 - (d) Employees with Disabilities: 100%

Principle 4

1. Has the company mapped its internal and external stakeholders? : Yes
2. Out of the above, has the company identified the disadvantaged, vulnerable & marginalized stakeholders.: We continuously engage with our stakeholders (internal and external). This helps us in identifying their needs and priorities and allows us to serve these needs accordingly.

We are committed towards proactively engaging with our farmers particularly small farmers, our employees, communities, and take various initiatives, like carrying out CSR activities for them.

3. Are there any special initiatives taken by the company to engage with the disadvantaged, vulnerable.

The Company engages by way of organising development and deployment programmes in the areas of health, education, women empowerment rural development and other development programmes in the areas of health, education, skill development, sanitation, livelihood etc as part of Corporate Social Responsibility (CSR) initiatives.

This year the Company also engaged with NGO to give underprivileged women under the age of 15 exposure to further learning and development.

During Covid period, the Company supported the nearby areas by sanitization drives, distribution of masks and hand sanitizers, medicines, oxygen cylinder, accessories for oxygen cylinders, masks, sanitizers, make shift temporary beds for patients. Lab Tests were also arranged.

Company also distributed blankets during winters to underprivileged people near our plants. Women's camp was also organised along with local officials to build self help groups and build awareness around cane farming and growing techniques.

Principle 5

1. Does the policy of the company on human rights cover only the company or extend to the Group/Joint Ventures/Suppliers/Contractors/NGOs/Others?

Company's policy on respecting and promoting human Rights is applicable to all Directors and Employees of the Company and extend to Group Companies and subsidiaries as well.

The Suppliers, Contractors, Customers and NGO's dealing with the Company are always encouraged to maintain ethical standards in all their practices.

2. How many stakeholder complaints have been received in the past financial year and what percent was satisfactorily resolved by the management?

No complaint was received pertaining to human rights violation during the last financial year.

Principle 6

1. Does the policy related to Principle 6 cover only the company or extends to the Group/Joint Ventures/Suppliers/Contractors/NGOs/others.

The Company's policies on Respecting, Promoting and Restoring the Environment and in relation to Environment, Health and Safety (EHS) are applicable to all Directors and Employees of the Company and extend to Group Companies and subsidiaries as well.

The Company encourages vendors, suppliers, contractors, etc. associated with it to follow the principles envisaged in the Policy. The EHS Policy also covers the contractors engaged by the Company.

2. Does the company have strategies/ initiatives to address global environmental issues such as climate change, global warming, etc? Y/N. If yes, please give hyperlink for webpage etc.

Global environment issues such as climate change, global warming, Green House Gas emissions pose challenges to all. The Company is totally committed to reduce their impact.

The Company has installed latest Effluent Treatment Plants to curb the pollution.

The Company utilises Bagasse and Bio-Methanated Concentrated Spent Wash of Distilleries the by-products, for generation of green power at its Co-Gen power plants.

The Company has installed latest equipment to control air and water pollution and maintain Zero Liquid Discharge from the Distilleries.

3. Does the company identify and assess potential environmental risks? Y/N : Yes

4. Does the company have any project related to Clean Development Mechanism? If so, provide details thereof, in about 50 words or so. Also, if Yes, whether any environmental compliance report is filed? No

5. Has the company undertaken any other initiatives on – clean technology, energy efficiency, renewable energy, etc. Y/N. If yes, please give hyperlink for web page etc.:

Yes, the Company is continuously making efforts to enhance energy efficiencies across all plants.

The Company has taken following steps :

The Company utilises Baggase, a by-product, for generation of green power at its power plants.

Spentwash, an effluent generated in distillery operations is also used as fuel to generate clean energy. The Company has installed latest equipment to control air and water pollution.

The Company is conducting energy audit from time to time at various energy consumption points. The Company keeps on upgrading the Plant with more energy efficiency equipment.

The Company is generating energy captively by utilising by-product and waste generated during the process, thereby replacing fossil fuel based power with renewal energy.

All units are compliant of Zero Liquid Discharge system. We are expanding green cover through plantation drives on an on-going basis at and near our manufacturing locations.

6. Are the Emissions/Waste generated by the company within the permissible limits given by CPCB/SPCB for the financial year being reported?

The emissions, waste and effluent generated are monitored on regular basis and are generally within the permissible limits given by CPCB / SPCB.

7. Number of show cause/ legal notices received from CPCB/SPCB which are pending (i.e. not resolved to satisfaction) as on end of Financial Year.

No show cause/ legal notices from CPCB/SPCB are pending as on 31st March, 2021.

Principle 7

1. Is your company a member of any trade and chamber or association? If Yes, Name only those major ones that your business deals with:

The Company is member of various trade, industry and chamber associations like Indian Sugar Mills Association, UP Sugar Mills Association, UP Sugar Mills Co-Gen Association, All India Distillers Association, UP Distillers Association (UPDA), and other trade Industry bodies etc .

2. Have you advocated/lobbied through above associations for the advancement or improvement of public good? Yes/No; if yes specify the broad areas (drop box: Governance and Administration, Economic Reforms, Inclusive Development Policies, Energy security, Water, Food Security, Sustainable Business Principles, Others):

We actively participate in the above listed forums and policy matters that impact the interest of our stakeholders.

We prefer to be part of the broader policy development process and do not practice lobbying on any specific issue.

Principle 8

1. Does the company have specified programmes/ initiatives/projects in pursuit of the policy related to Principle 8? If yes details thereof.

Yes, the Company supports the principle of inclusive growth and equitable development through not just its Corporate Social Responsibility initiatives but through its core business as well. We strive to enhance the lives of communities including farmers, that surrounds our operations.

The details of programmes/ initiatives/ projects in pursuit of the CSR policy are also provided in the CSR Report forming part of the Board's Report.

2. Are the programmes/projects undertaken through in-house team/own foundation/external NGO/government structures/any other organization? :

The programmes/projects pertaining to principle 8 are developed and executed by in- house team, own trust and society.

The Company engages with external NGOs /government structure and other organizations.

3. Have you done any impact assessment of your initiative?

The assessment is done to understand the efficacy of our programmes in terms of delivery of desired benefits to the community.

4. What is your company's direct contribution to community development projects- Amount in ₹ and the details of the projects undertaken.

The Company has spent an amount of ₹3.42 Crore in various CSR activities during the year 2020-21. The details of the amount incurred and areas covered are given in Annexure 4 (Annual Report on Corporate Social Responsibility Activities) forming part of the Board's Report.

5. Have you taken steps to ensure that this community development initiative is successfully adopted by the community? Please explain in 50 words, or so.

Our community outreach initiatives have been developed keeping in mind the specific needs of the communities that we operate within.

The initiatives are finalised after a thorough understanding of the requirements of each community through stakeholders dialogue and engagement. It ensures that initiatives are successfully adopted by the community.

The Company also procures confirmation of utilisation from the external agencies to which the Company has contributed under CSR activities.

Principle 9

1. **What percentage of customer complaints/consumer cases are pending as on the end of financial year.**

The Company has successfully resolved all the complaints received during the financial year ended March 31, 2021 and no complaint is pending as on March 31, 2021.

2. **Does the company display product information on the product label, over and above what is mandated as per local laws? Yes/No/N.A. /Remarks (additional information):**

Yes, the Company displays product information on the label for the benefit of the Consumer over and above what is mandated as per applicable laws.

3. **Is there any case filed by any stakeholder against the company regarding unfair trade practices, irresponsible**

advertising and/or anti-competitive behaviour during the last five years and pending as on end of financial year. If so, provide details thereof, in about 50 words or so. :

There is no case pending at the end of financial year 2020-21- under this principle.

4. **Did your company carry out any consumer survey/ consumer satisfaction trends?**

Yes, There are informal surveys carried out by the Company and it ensures satisfaction of the stakeholder (agents, wholesalers and retailers).

For and on behalf of the Board of Directors

Place: New Delhi
Dated: April 24, 2021

Ashok Kumar Goel
Vice Chairman
(DIN: 00076553)